RESEARCH FELLOWSHIPS

2008

Guidelines

Closing Date:
31 May 2008
1. Background

The Australian Institute of Nuclear Science and Engineering (AINSE) in conjunction with the Australian Nuclear Science & Technology Organisation (ANSTO) has established a Fellowship Scheme to add impetus to member Universities’ growing stature in nuclear science and engineering and in related fields. Up to two Fellowships will be awarded in 2008 for a 3-year appointment in the first instance with the intention of an extension to five years where subsequent continuing appointment at the university is foreseen.a two year extension.

AINSE has decided to highlight three research directions in calling for applications for Research Fellowships this year.
1. neutron scattering:
2. radiopharmaceuticals; and
3. high resolution climate records using nuclear techniques

We emphasise that applications will also be considered, as in past years, where the research aligns with the broad spectrum of research foci supported by AINSE. Also, while the two highlighted directions are being promoted in calling for Research Fellowship applications, applicants may wish to propose research programs falling outside these topics which require use of OPAL neutron scattering facilities and which align with the joint research interests of ANSTO and AINSE member universities.

2. Features

The AINSE Fellowship is offered in competition with the most prestigious Fellowships currently available in Australia and carries a highly attractive salary and benefits component. The scheme is expected to attract high quality applicants. An opportunity of progressing to a continuing academic position within the attached university at the end of the Research/Teaching Fellowship will be provided pending satisfactory progress as determined by the review panel.

The objectives of the scheme are to:

- maintain a substantial research presence at both ANSTO and the University in the area of nuclear science and engineering and in related fields;
- substantially enhance the University’s and ANSTO’s research performance in the fields of nuclear science and engineering and in related fields;
- increase the pool of research higher degree supervisors; and
- acquire highly talented staff with excellent potential for providing future academic leadership at member universities.

The AINSE Fellow will receive competitive remuneration and a contribution towards the cost of the Fellow’s research project. The AINSE Fellow will be expected to:

- progressively gain national competitive grant funding to support her/his own research;
- undertake supervision of honours and postgraduate research students associated with their research project; and
- give high priority to the publication of results in journals and other scholarly media of international standing appropriate to the research discipline.
The AINSE Fellow will be appointed as a staff member within the Department or Institute/Centre most relevant to the Fellow’s proposed research at the member university. He/she will be expected to take a full part in the life of the ‘department’. The Fellow will be expected to undertake up to 60 hours per year of teaching during the initial 3-year appointment. The AINSE Fellow will be provided with office space, computer facilities and other support at the same level as provided to ANSTO employees.

The primary selection criterion will be research excellence. Teaching potential will also be considered (for more details see section 5).

Applicants will have been awarded a research doctoral degree (equivalent to an Australian PhD degree), normally three and not more than eight years before the date of application. For the purposes of this application the date to be used for calculating the three and eight year limits will be that on the letter to the candidate which contains the notification of the award of a PhD. Applicants who are not Australian citizens are also encouraged to apply but must satisfy the conditions for access to the OPAL reactor at ANSTO.

On satisfactory completion of the initial 3-year Research Fellowship period, the AINSE Fellow may be offered, subject to a University based performance appraisal, a further 2-year Research/Teaching Fellowship as part of the University’s aim to retain high calibre scholars. Progression to a Research/Teaching Fellowship will be determined using established University selection procedures with input from ANSTO.

On satisfactory completion of the fourth and fifth year of the Research/Teaching Fellowship, it is anticipated that the appointee may be offered a continuing position (at Senior Lecturer level C) within the sponsoring Faculty. Progression to a continuing position will be determined using standard promotion selection procedures for the appointment of academic staff. There is no requirement to advertise this position either internally or externally.

Research oriented teaching excellence, as well as research performance, will be taken into account in considering applications for Research/Teaching Fellowships and for continuing positions.

Applicants are required to contact the relevant Head of Department, School or Director of Research Institute/Centre in which they propose to undertake the research to obtain advice on the research priorities for the School or Institute/Centre.

The Head and/or Director will liaise with the Dean of Faculty to ensure that appropriate facilities are available and that the University’s support has been obtained. Deans reserve the right to support only those applications that would strengthen strategic research capability in their Faculty. The University’s acceptance must be part of the application. The contact should lead to a formal endorsement of the application and its conditions by the University.

Applicants will also be expected to pursue research that is relevant to ANSTO’s programs or makes major use of ANSTO’s facilities. Information on current research and facilities at ANSTO’s Bragg Institute can be found at: http://www.ansto.gov.au/

3. Appointment Details and Benefits

The AINSE Fellow will be remunerated initially within the Academic Lecturer level B salary scale with the appointment for the first year being made normally at the first point of the scale with single increments then being awarded subject to satisfactory performance. The AINSE Fellow will receive superannuation according to the provisions of the University.

Relocation expenses up to $5000 will be met by AINSE for the Fellow and his/her dependent(s).

Continuation of the AINSE Fellowship after the initial 3-year period will be conditional upon a satisfactory performance review, which will include appraisal of a substantial professional
portfolio describing research and teaching achievements. The portfolio will include details of competitive grant success, project progress reports, publications and teaching achievements.

The performance review will be co-ordinated by AINSE and performed by the University in conjunction with AINSE and ANSTO.

Research support of up to $40,000 will be provided in the first year and support of up to $40,000, $20,000, $20,000 and $15,000 will be provided in years 2, 3, 4 and 5 respectively. It is expected that the AINSE Fellow’s research will move progressively towards self-funding during the initial 3-year appointment period through success in externally funded grant applications.

- travel and accommodation budget for attachment to ANSTO $5,000 pa
- travel and accommodation budget for visiting universities in Australasia $2,000 pa
- conference attendance budget $2,000 pa
- materials and laboratory necessities $5,000 pa

All payments will be made to the fellow via her/his university.

4. Application Procedure

A completed application will consist of the following:

- application form
- curriculum vitae (maximum 3 pages)
- publication list
- contact details for 3 nominated referees
- approval from the relevant Dean of Faculty and Deputy Vice Chancellor (Research)
- certification from the Head of School/Department and the Deputy Vice Chancellor (Research) that you are suitable for a position at the university
- a letter of support from the host Head of School/Department which includes a draft plan for allocation of teaching hours

Applicants must ensure that reports from referees are submitted directly to the Executive Secretary AINSE by the closing date. This is the sole responsibility of the applicant.

The original application and five copies must be received by 31 May 2008. Late, incomplete or faxed applications will not be accepted. Applicants will be advised of the outcome in June 2008.

POSTAL ADDRESS
AINSE PMB 1
Menai NSW 2234
Australia

COURIER ADDRESS
AINSE
Lucas Heights Research Laboratories
Building 5
New Illawarra Rd
Lucas Heights NSW 2234

The AINSE Fellow will be required to commence appointment between 1 July and 31 September 2008.

5. Selection Criteria

1. PhD in Physics, Chemistry, Materials Science or a related discipline.
2. Demonstrated ability to conduct research in the area selected from the list in Section 1 of these Guidelines.
3. Demonstrated research excellence in terms of internationally competitive achievement.
4. Demonstrated presentation skills with the ability to develop effective teaching skills.
5. Demonstrated research strengths compatible with ANSTO’s Bragg Institute and the research focus areas of the University, Department, School, Faculty:


6. The potential to enhance the University’s research performance with particular reference to research income (particularly Australian Competitive Research Grant funding), publications and research higher degree completions.

7. Demonstrated ability to make a substantial contribution to postgraduate research student supervision.

8. Agreement from your prospective host university for co-funding representing up to 50% of employment costs (salary and superannuation).

9. Demonstrated effective interpersonal, oral and written communication skills.

10. Demonstrated team participation and leadership skills.


6 Selection Process

The selection process will be conducted by a Committee that includes representatives from AINSE member universities and ANSTO.

Statement of Claims against the Selection Criteria

To assist the selection committee to make a decision on the position, applicants must address each essential and desirable criterion. Applicants MUST meet the selection criteria to be eligible for the position. In addition, it is advantageous if most or all of the desirable criteria are met.

Each selection criterion must be addressed separately. Provide evidence of your ability to meet each criterion, using examples of previous experiences wherever possible.

The Interview

An interview will be conducted for short listed applicants. This will be either in Australia or remotely. The interview will contain questions based on the selection criteria and a personal statement from the applicant as an introduction. Applicants should not assume that Panel Members possess knowledge of an applicant’s full suitability, experience and/or skills and abilities.

Appeal Procedures

Our process aims to ensure that the recruitment and selection process is fair and equitable. If you believe that the procedure for you has been unfair, you may wish to appeal. Appeals must be submitted in writing, outlining the reasons for appeal within three working days of receipt of result of application, to the Executive Secretary AINSE. Appeals will be for considered by a committee comprising the Executive Director ANSTO and a member of the AINSE Executive Committee not being on the Fellowship Selection Committee.

7 Further Information

All enquiries should be directed to:

Dr Dennis Mather
Executive Secretary
AINSE
PMB 1 Menai NSW 2234 Australia
dmz@ansto.gov.au